

UK
UNIVERSITY OF KENTUCKY
President's Commission on Women

TO: Lee T. Todd, Jr., President
CC: Douglas L. Boyd, II, Chief of Staff
FROM: Dorothy A. Brockopp, RN, Ph.D.
Chair, President's Commission on Women
RE: 2006-2007 Annual Report

The President's Commission on Women was appointed and charged on December 31, 2001. The Commission's charge is as follows:

- Advise the President on issues, policies and practices of importance at the University of Kentucky
- Report regularly to the President and the University community on the status of women at UK
- Offer recommendations to redress all forms of gender-related inequities
- Propose initiatives to ensure that the University of Kentucky fully engages the talents and fairly meets the needs of its women employees and students
- Administer selected programs that benefit women at UK

The outstanding efforts of the Commission members and staff produced the following outcomes during the 2006-2007 academic years:

Creating a Climate of Valuing Women

- The goal of the Climate Committee is to monitor and assess campus climate with the purpose of creating a climate for valuing women.
- The committee members and other PCW commission members participated in the Martin Luther King, Jr. Day march in Lexington on January 16, 2007, walking with the President's Commission on Women and the President's Commission on Diversity banners.
- The committee assisted the Office of Work-Life by disseminating information to the campus community on the Work-Life Survey. The committee worked closely with Dr. Laura Koppes, Director of Work-Life, to review the results of the Work-Life Survey and

defined themes from the survey that the Commission could address campus-wide.

- The committee brought four workshops to the university faculty and staff based on the survey results. The workshops were as follows:

- Understanding and Managing Stress

Presenter: F. Janelle McNeal, Ph.D.
Counseling & Testing Center

- Understanding, Managing and Avoiding Job Burnout

Presenter: Doug Bruce, Principal
Covenant Development, LLC

- Pre-Retirement and Financial Planning;
Focusing on Women

Presenter: Suzanne Badenhop, PhD
UK Professor
Extension Specialist with Family
Resource Management

- Investing for Retirement-Asset Allocation and
Diversification

Presenter: Suzanne Badenhop, PhD
UK Professor
Extension Specialist with Family
Resource Management

The workshops were well attended by university faculty and staff. Surveys were conducted at the conclusion of each workshop. The results of the surveys indicated an overwhelming support of the workshops and the desire to continue these in the future but possibly at varied times to allow more people to attend.

The committee is in the process of designing a brochure reflecting data from the Work-Life survey results in areas focusing on women on the campus. The committee will present this brochure to the President for approval and if given, will distribute this brochure campus-wide for informational purposes. A pre-distribution copy is attached.

Scientific and Professional Advancement

- The Scientific and Profession Advancement of Women committee is currently addressing ways to identify challenges, leadership interest and the professional development needs of women faculty at UK.
- The ADVANCE grant that was submitted last year was *not* funded. The grant materials will be transferred from the President's Commission on Women to Dr. Tom Lester, College of Engineering for resubmission.

Marketing and Public Relations

UK News Insert

- Articles regarding the individual committees within the Commission and their progress were submitted for an insert in the UK News and distributed campus-wide. This committee was chaired by Gail Hairston, Public Relations and it was with Gail's leadership and support that the Commission members were able to submit information on various committees and happenings within the commission to produce this insert. A copy of the insert is attached to this report.

PCW Website

- The President's Commission on Women's website was renovated this year and has a very outstanding and appealing new structure. The website contains updated and valuable information about the Commission and the ongoing work that is being done regarding women's issues on the university campus. The website was redesigned and is being updated and maintained by the PCW's graduate assistant, Ms. Meg Stohlmann.

Nominating

- Dorothy Brockopp, RN, Ph.D., will conclude her term as Chair of the President's Commission on Women on June 30, 2007 after serving a six year term.
- The nominating committee put forth a call for nominations for a new PCW Chair. There were a total of six nominations for this position submitted to the committee for review. After reviewing the nominations, the committee submitted to the President and Provost, the names of three individuals for consideration of this

position. On April 20, 2007, President Lee T. Todd, Jr. met with the commission during their monthly meeting and announced that the new PCW Chair would be Dr. Mitzi Schumacher. Dr. Schumacher is in Behavioral Science, Regular Faculty. Dr. Schumacher's term as Chair will begin on July 1, 2007 for a two year period.

- Ms. Edythe Tevelson Lach's term as Co-Chair of the President's Commission on Women expires on June 30, 2007. A call for nominations for this position has been put forth to the Commission and the Chair will announce the new co-chair at the next scheduled monthly meeting in August or September.
- Ms. Edythe Tevelson Lach has stepped down from her position as the Director of the Circles of Power Leadership Program (COPS) effective June 30, 2007. Ms. Lach will be retiring and moving to Florida with her daughter. Ms. Lach was the founder and director of COPS since its inception in 1998.
- Dr. Diane Snow, Anatomy and Neurobiology, has been appointed as the new Director of the COPS program beginning on July 1, 2007.

State-Wide Network for the Office of Women in Higher Education (OWHE)

- A committee to establish a Kentucky network for the Office of Women in Higher Education (OWHE) was formed within the President's Commission on Women and made up of eight members of the Commission. This committee's goal is to establish a state-wide Kentucky network for OWHE.
- President Lee T. Todd, Jr. hosted a kick-off reception and dinner meeting on March 14, 2007 at the Lafayette Club in Lexington, Kentucky. The guests were Presidents, Provosts, Chairs and their representatives from the other seven Kentucky state universities. The kick-off reception and dinner proved to be a very successful event that captured the interest and support of all in attendance for helping establish a Kentucky network for OWHE.
- The committee took the ideas and discussion that was received at the dinner meeting and proceeded to put together an Advisory Board for the Kentucky Network. Prospective members for the Advisory Board were sent letters of invitation. When the Advisory Board is in place, there will then be two events planned for the upcoming year to begin the new Kentucky OWHE network. The committee will solicit the help of the American Council on Education (ACE) for sponsorship of this networking endeavor for Kentucky as well as the support of the Board members.

Economic Opportunities – Faculty Salary Equity

- Due to the conversion to the Iris system, the committee was unable to obtain current and correct data from the current database. The committee has begun to work with the Iris coordinators to establish a protocol to retrieve the data and hope to have the data available through the data warehouse in the next year.

Circles of Power Leadership Program

- Within the President's Commission on Women is the Circles of Power Leadership program which is a multi-phased program for the enhancement of women's leadership skills. This is an eight-month program. Many of the participants who complete the COPS program go on to join COP2 which is a group of prior COPS graduates who continue to meet to discuss pertinent University issues, management theories, leadership methods, and who network together to further enhance their professional development
- The Circles of Power program was initially established in the fall of 1998 and composed of women faculty of the medical center at the University of Kentucky. This program broadened in scope to include all UK women faculty in 2002. The President's Commission on Women administers and supports the innovative, eight-month leadership program.
- An opening and closing retreat is held in the fall and the spring for the COPS participants and six workshops are held between, giving the participants a high level of leadership skills, education and hands on training to promote better leadership skills within their positions. This past year, a class of 19 women faculty graduated from this very successful program.
- For 2007-2008, there are twenty-three women faculty who have been chosen to be in the COPS program and who will begin their leadership journey for the next eight month program.
- The new Director of the COPS program, Dr. Diane Snow, is in the early stages of obtaining a list of accomplishments from all past COPS participants along with their photograph. These will be added to the President's Commission on Women website to further inform the campus community of this powerful program and to recruit future applicants.

Proposal from Provost Kumbel Subbaswamy

A proposal from the Office of the Provost was presented to the President's Commission on Women regarding the proposed recruitment of the newly created position of Vice-President for Institutional Diversity. The Commission was asked to review the proposal and to submit ideas and suggestions regarding the proposal. A copy of the memo to the Provost with the Commissions feedback is attached to this report.

PCW Annual Retreat

The President's Commission on Women held its annual retreat on May 8-9, 2007 at the Chamberly Brown Hotel in Louisville, Kentucky. This retreat was designed to evaluate the progress of the Commission during the past year and to establish goals and committees for achieving these goals for the 2007-2008 academic year.

PCW By-Laws

The By-Laws committee of the President's Commission on Women proposed revisions and changes to the current By-Laws and submitted a proposal to the Commission for review, discussion and feedback. At the April 20, 2007 meeting of the PCW, a motion to approve the proposed changes to the By-Laws was brought to the floor and passed with a unanimous vote. A copy of the revised By-Laws is attached to this report.

I am very please with the accomplishments of the Commission this year and I foresee that the goals set forth for the upcoming year with be carried out with extreme dedication and support as in the past.

Thank you for your continuing support and dedication to improving the climate for women at the University of Kentucky.

-DB